# Sustainability Initiatives: Progress

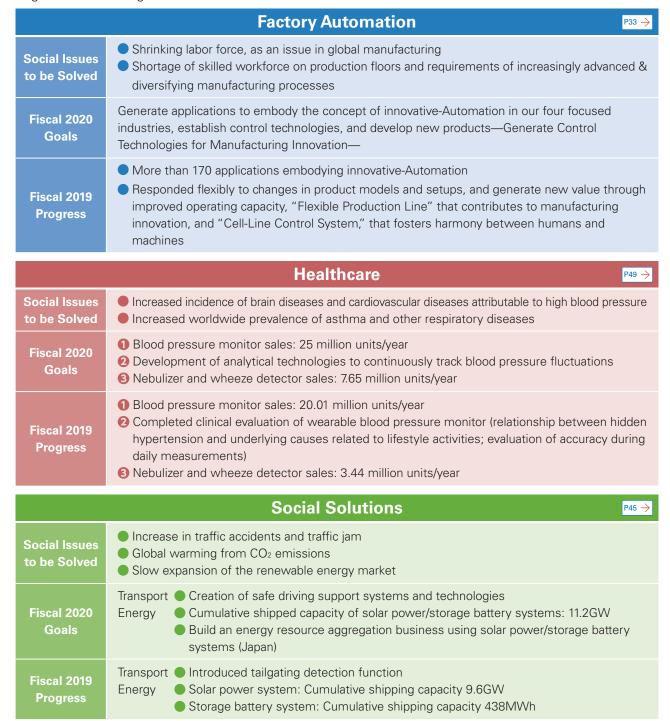
Throughout fiscal 2019, we worked on our Sustainability Goals to be achieved by fiscal 2020.

We have made steady progress in solving individual issues by leveraging our company-wide management structure and through Sustainability Promotion Committee and Executive Council discussions and engagement activities in response to stakeholder evaluations.

The Board of Directors receives reports from operating divisions, oversight and supervising initiatives related to sustainability issues.

#### Solving Social Issues Through our Businesses (Three Domains)

OMRON has identified social issues to be solved in 3 business domains it focuses on. The Company has set targets for addressing the issues.



## Solving Issues Responding to Stakeholder Expectations

OMRON has set a total of 11 sustainability targets for issues to be addressed for strengthening its business base and responding to stakeholder expectations. Here, we will provide five examples of these targets. Please visit our website for all targets. (URL:https://sustainability.omron.com/en/omron\_csr/tasks\_goals/)

## **Human Resources Management**

#### **Talent Attraction and Development** P60 → 1 Continue evolution of TOGA\*1 towards meeting OMRON Principles Fiscal 2020 2 Ratio of non-Japanese in managerial positions overseas: 66% Goals 3 Accelerate the PDCA implementation through employee engagement surveys VOICE\*2 1 TOGA has taken root as a process to share and recognize voluntary employee initiatives in practicing the OMRON Principles Fiscal 2019 2 Ratio of non-Japanese in managerial positions overseas: 70% (+8 points vs. prior year)\* **Progress** 3 Implemented improvement measures in response to organizational issues identified in our engagement survey VOICE **Respect for Human Rights and Labor Practices** P64 → Fiscal 2020 1 Define and adopt due diligence process Goals 2 Implement analyses and corrective actions regarding human rights risks at all production sites 1 Initiatives to respect the human rights of not only own employees, but also those from service providers (employee dispatch companies and contractors) (OMRON Group in Japan) · Established and began operations of a system to protect the human rights of all persons working Fiscal 2019 at our business locations **Progress** · Completed management design and trial operations of a human rights risk management system

## Manufacturing, Environment

2 Expanded the number of production facilities conducting human rights risks analysis/corrective

for employee dispatch companies and contractors

actions: Total 19 locations

Supply Chain Management		
Fiscal 2020 Goals	<ul> <li>Sustainability self- assessment for important suppliers (Partner Suppliers): 100% implementation ratio</li> <li>Sustainability self- assessment: Achieve RBA score of 85 or more</li> </ul>	
Fiscal 2019 Progress	<ol> <li>Completed sustainability self checks for all critical suppliers</li> <li>Of the 12 companies scoring less than 85 points, we received plans from 11, agreeing on the details of the initiatives proposed</li> </ol>	
Environment P67 →		
Fiscal 2020 Goals	<ul> <li>Reduce total GHG emissions by 4% (vs. fiscal 2016)</li> <li>Environmental contribution to exceed CO<sub>2</sub> emissions from production centers</li> </ul>	
Fiscal 2019 Progress	<ul> <li>1 Reduced total GHG emissions by 34% (vs. fiscal 2016)</li> <li>2 Environmental contribution of 971kt-CO₂ &gt; Production location CO₂ emissions: 135kt-CO₂</li> </ul>	

#### **Risk Management**

Privacy and Data Security	
Fiscal 2020 Goals	Build a new information security system
Fiscal 2019 Progress	Improved security level of IT networks at global major sites

<sup>\*1</sup> TOGA: The OMRON Global Awards

<sup>\*2</sup> VOICE: VG OMRON Interactive Communication with Employee